

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS AND RESEARCH

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TRAVEL & SUBSISTENCE PROVISION

FOR

TREE TRIMMER
(HIGH VOLTAGE LINE CLEARANCE)

IN

DEL NORTE, HUMBOLDT, MARIN, MENDOCINO,
NAPA, AND SONOMA COUNTIES

AGREEMENT
BETWEEN
DAVEY TREE SURGERY COMPANY
AND
LOCAL UNION 1245
OF THE
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

R E C E I V E D
Department of Industrial Relations

JAN 27 2010

Div. of Labor Statistics & Research
Chief's Office

TERM: January 3, 2010 – January 3, 2012

ARTICLE V

Expenses

- 5.1 If Company requires an employee to perform work for more than one (1) hour beyond regular work hours on an eight hour workday or non-workday, and each succeeding five (5) hours thereafter, the employee shall be granted a meal allowance of twelve dollars (\$12.00) and time taken to consume such meals (30 minutes per meal) shall be considered as time worked and paid at the appropriate rate thereof.
- (a) If Company requires an employee to perform work for more than one (1) hour beyond regular work hours on a workday or non-workday, and each succeeding five (5) hours thereafter, the employee shall be granted a meal allowance of twelve dollars (\$12.00) and time taken to consume it. Time taken to consume such meals (30 minutes per meal) shall be considered as time worked and paid at the appropriate rate thereof. If the employee opts to not take the meal, the employee shall receive twelve dollars (\$12.00) and one-half (1/2) hour at the overtime rate in lieu of the meal.
(Amended 7/9/02)
- (b) Employees who work an agreed-to four ten-hour workdays (workweek) can be prearranged for a ten-hour workday without a meal payment.
- 5.2 Employees who are assigned to work over sixty (60) miles from their assigned headquarters shall be allowed thirty dollars (\$30.00) per day as subsistence allowed for each day worked at the temporary headquarters. Time spent traveling to such temporary jobs at its beginning and from its conclusion shall be paid for by Company. (Amended 5/10/08)

- (a) Temporary Work Locations: For employees assigned to a temporary work location or assembly point thirty (30) miles or more from their regular assembly point, the following sequence shall occur:
(Amended 5/10/08)

- (1) The most senior volunteers in appropriate classifications.
- (2) The least senior individuals in the appropriate classifications.
- (3) Individuals relocated to another temporary headquarters will not be moved again until all other individuals in the base headquarters have been relocated temporarily at least once. A temporary headquarters change will consist of a minimum of 15 consecutive workdays for an individual prior to activating the rotation process. (Individuals can volunteer to remain in the temporary assignment for longer than 15 days).

- (b) Company shall provide sleeping rooms for employees assigned more than 100 miles from their regular headquarters. For employees assigned more than 60 miles from their regular headquarters, the Company shall make a good faith effort to pursue the Client Utility to provide lodging. (Subsistence and sleeping room provisions shall be

applicable to Vegetation Control employees, eliminating the former per-diem language). (Amended 7-21-04)

- 5.3 In other emergency situations, the Company shall give at least forty-eight (48) hours notice to an employee who is to be sent out of town for temporary work as defined in Section 5.2, in order that the employee may have time to prepare for the trip. (Amended 5/10/08)
- 5.4 It shall not be a condition of employment for an employee to maintain a telephone or use their personal automobiles or vehicles for Company's convenience. (Amended 1/1/71)
- 5.5 In no event shall Company lay-off a crew in one headquarters and add a new crew in another headquarters, in order to avoid payment of expense allowance as provided in Article V. (Amended 1/1/71)